

**JOB DESCRIPTION
MURFREESBORO PARKS AND RECREATION DEPARTMENT
PART-TIME LABORER**

1. JOB TITLE: PART-TIME LABORER

2. **DEFINITION:** The part-time laborer is under the supervision of the Maintenance Division Superintendent and Crew Leader. All employees are responsible to the City Manager. The employee assists the full-time Laborer by performing semi-skilled work in a variety of fields in the maintenance and upkeep of the public parks, grounds, buildings, athletic fields and related facilities. The employee cuts grass, maintains ball fields, load and unloads dirt, gravel, trash and other debris including the collection and disposal of refuse at the park areas. Duties also include operating vehicles and equipment in either a specific or a variety of maintenance, construction and/or utility tasks. This is a seasonal position. This position is classified as Non-Exempt for the purpose of the Fair Labor Standards Act, as having occupational exposure to bloodborne pathogens, and as Safety Sensitive; the employee is subject to pre-employment, reasonable suspicion, post-accident, random, promotion and transfer, return to duty and follow-up drug and alcohol testing. The employee is subject to a pre-employment physical examination with a written statement from the physician as to the employee's ability to meet the physical strength and dexterity requirements of the position.

3. EQUIPMENT / JOB LOCATION:

- a. The employee operates light duty vehicles, trucks, tractors, riding and push mowers, weed eaters, chain saws, rakes, shovels, sprayers, blowers, and other hand tools.
- b. Work is characterized by the necessity for considerable physical exertion throughout the workday with close daily contact with unpleasant materials and for working outdoors under occasionally adverse weather conditions. Work involves heavy lifting and exposure to fumes, chemicals and other noxious odors, machinery with moving parts and noise. The employee will be exposed to loud noise, dirt, dust, tobacco smoke and foul odors.

4. ESSENTIAL FUNCTION OF THE JOB:

- a. Cuts grass with mowers and weed eaters.
- b. Operates a variety of hand tools and power equipment.
- c. Loads and unloads dirt, gravel and other debris.
- d. Cleans, maintains and services equipment and tools.
- e. Performs athletic field preparation and maintenance requiring crouching, bending and stooping.
- f. Picks up trash in the parks areas and disposes of it properly.
- g. Cleans restrooms and picnic pavilions.
- h. Maintains and performs light repair work on equipment, building and grounds operated by the Parks and Recreation Department.
- i. Performs heavy manual labor for extended periods under some unfavorable climatic conditions, lifting, carrying, pushing or pulling objects weighing up to 100 pounds.
- j. Move and set up for park functions requiring moving tables, bleachers and chairs for concerts and special events.
- k. Cut down and remove limbs, branches and trees that have been damaged by adverse weather conditions.
- l. Must be able to perform job duties as described on essential functions addendum.

5. ADDITIONAL EXAMPLES OF WORK PERFORMED:

- a. Assists with the general maintenance of all city parks and facilities.
- b. Performs emergency duty after normal work hours.
- c. Performs other duties and special projects as assigned.

6. REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

- a. Must be 18 years of age or older.
- b. Must have legal authorization to work in the United States.
- c. Must pass pre-employment drug/alcohol screen.
- d. Knowledge of and the ability to operate recreational maintenance equipment such as tractors, riding mowers, trailers, motorized vehicles and other.
- e. Knowledge of and the ability to use common hand tools such as hammers, screwdrivers, pliers, etc.
- f. Some knowledge and/or the ability to learn about occupational hazards and safety precautions.
- g. Ability to work with the entire Parks and Recreation staff and the general public.
- h. Must have sufficient physical strength and ability to independently and repeatedly lift, move and carry objects weighing up to 100 pounds and to repeatedly lift, move and carry objects weighing more than 100 pounds with assistance.
- i. Ability to follow oral and written instructions.
- j. Knowledge of practices used in the operation of equipment and the ability to carry them out.
- k. Knowledge of the materials and the ability to operate equipment used to work up and prepare ball fields.
- l. Must have the ability to work with unpleasant waste.
- m. Ability to pick up garbage, clean, mops and sanitizes all parks and restroom facilities, and generally police all parks and recreational areas and facilities.
- n. Ability to work flexible hours and perform occasional overtime with some weekend and holiday work required.
- o. Ability to report for work on time and perform the duties of the job for an entire workday.
- p. Must be able to pass physical abilities test/post offer screen for employment.

Non-Exempt
Safety Sensitive
04/22/03

ESSENTIAL FUNCTIONS ADDENDUM
PARKS AND RECREATION DEPARTMENT
LABORER/SEASONAL LABORER

Employees in this area work 5 days a week, 7.5 hours a day with a 1-hour lunch break. Laborers are full time and seasonal laborers are part time and assist the full time laborer. A laborer is a semi-skilled position requiring heavy manual labor in the maintenance and upkeep of the public parks, grounds, buildings, athletic fields and related facilities. The employee cuts grass, maintains ball fields, loads and unloads dirt, gravel, trash and other debris including the collection and disposal of refuse at the park areas. Duties also include the unaided operation of vehicles and equipment in a variety of maintenance, construction and/or utility tasks. Work is performed indoors and outdoors and some tasks may be performed regardless of weather conditions. Work is characterized by the necessity for considerable physical exertion, and by working under varying weather conditions while exposed to dampness, fumes, odors, dust, dirt, rain, sleet, snow, heat, chemicals, and foul odors. This position also requires, but not limited to, the use of light duty vehicles, tractors, riding mowers, backhoes, push mowers, weed eaters, chain saws, rakes shovels, blowers, sprayers, hand saws, hydraulic booms, machinery with small tools, and other small hand tools.

Physical Demands

Rarely – suggests the employee is required to perform tasks less than 8 repetitions per hour, or less than 33% of the day.

Occasional – suggests the employee is required to perform tasks 8-15 repetitions per hour, or 33% of the day.

Frequent – suggests the employee is required to perform tasks 16-32 repetitions per hour, or 34-65% of the workday.

Constant – suggests the employee is required to perform tasks 33 or more repetitions per hour, or 66% or higher of a workday.

<u>Lift</u>	<u>Rarely</u>	<u>Occasional</u>	<u>Frequent</u>	<u>Constant</u>
<20#			X	
20-50#			X	
50-75#			X	
75-100#		X		
>100#	X			

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Push/Pull

<50#			X
50-100#		X	
100-150#	X		
>150#	X		

Depending on the job duties assigned for the day the employees may be performing lifting and pulling on a more frequent basis. However, job duties may change throughout the week depending on the needs of the parks and recreation department.

Bending/Squatting/Twisting – Required constantly when emptying trash, shoveling different materials, and performing maintenance or repair duties. Required occasionally to frequently when using saws, weed eaters, blowers, mowers, drills, etc.

Pushing/Pulling – Required constantly while working on jobs for landscaping (i.e. weeding, maneuvering a mulching fork, and pushing mowers). Required occasionally for other jobs while moving heavy equipment.

Lifting/Carrying – Is required constantly in lifting hand tools, carrying a weed eater, shoveling of materials, using a chain saw, lifting trash bags out of trash cans, and picking up debris. Also required occasionally lifting generators, bags of chemicals, pressure sprayers, grills, bleachers, paint, limbs, etc.

The following items were weighed and can be lifted, carried, pushed, pulled or manipulated in a fashion using all 4 components:

<u>Item</u>	<u>Weight</u>
Picnic tables	220#
	232#
	238#
Generator	105#
32-gallon trash bags	48#
	56#
	45#
limb/branch	64#
Bags of fertilizer	50#
Bags of concrete	50#
	80#
Bags of chalk	50#
Screen on back of tractor	45#
Back blower	30#
Backpack sprayer	50#
5-gallon gas can	48#
tire	42#
box of trash bags	32#
Melt away	90#
Empty 55-gallon trashcan	48#

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Pressure sprayer	123#
5-gallon floor finish	50#
Grill	40#
Propane tank	50#
Pool table	300#
Park bench	130#
5-gallon paint bucket	55#
Trash receptacles	108#
Floor track	99#
Oxygen and acetylene tank on dolly	263#

Employees are able to get help with lifting heavy objects, but must be able to lift up to 100#.

Standing/Walking – Can be required constantly throughout the day depending on the job.

Sitting – Can be required constantly throughout the day depending on the job.

Reaching – Is required constantly using landscaping equipment, painting, shoveling, using a mulch fork, and in the repair, maintenance and upkeep of certain park equipment.

Manual Dexterity/Gripping – Performed constantly.

Fine Motor Control – Can be performed constantly when using small hand tools.

Climbing ladders – Required occasionally with painting, and the construction, repair, and maintenance of park equipment.

Overhead activity – Required frequently when painting.

Driving – Can be performed constantly depending on the job for the day. Includes driving a truck, tractor, backhoe, bulldozers, bobcats, graders, and forklifts.

Tools handled:

Wrenches
Screw drivers
Drills
Weedeaters
Mowers
Tractors
Rotary mowers
Backpack sprayers
Backpack blowers
Shovels
Mulch fork

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Ball field liner
Paint sprayer
Generators
Sockets
Hammer drills
All types of skill saws
Hammers

Work Conditions

Exposed to:

Hot temperatures
Cold temperatures
Sudden changes in temperatures
Noise
Slippery surfaces
Rain
Snow
Dust/Dirt
Fumes

Need physical ability for:

Squatting
Bending/Crouching
Stooping
Hand gripping
Fine motor control
Twisting
Hand/Eye coordination
Pushing/Pulling
Lifting/Carrying
Reaching
Overhead activity
Climbing
Driving
Foot control

Addendum
February 25, 2002